

Profile of Montgomery County, Maryland

The history of Montgomery County spans over three hundred years and time has not diminished the desirability of life in the County—it continues to be an outstanding place to work and live. Dynamic, progressive and prosperous Montgomery County is located directly north of our nation's capital. With a population of nearly one million, it is the largest jurisdiction in Maryland, yet it retains lifestyle qualities that draw people to live and grow in Montgomery County: it received the prestigious “All America Community” designation, the residents are among the most highly educated in the country and over 30% of the County's area is agricultural reserve, parkland or open space. This is an exciting opportunity for a dedicated and experienced fire service leader.

Montgomery County Government

Rockville, Maryland is the county seat. A Council/Executive form of government was adopted by Montgomery County in 1970. The County Executive reports to a nine member elected County Council and oversees thirty executive branch departments and agencies, including the Department of Fire and Rescue. The County government pursues the common good for residents and visitors as stated in the County Mission Statement:

- A Responsive and Accountable County Government
- Affordable Housing in an Inclusive Community
- An Effective and Efficient Transportation Network
- Children Prepared to Live and Learn
- Healthy and Sustainable Communities
- Safe Streets and Secure Neighborhoods
- A Strong and Vibrant Economy
- Vital Living for All of Our Residents

Additional information can be obtained at www.montgomerycountymd.gov.

The Department of Fire and Rescue Services

Montgomery County is seeking a fire service professional to lead its' premier fire and rescue department. The Fire Chief has full authority over all fire, rescue and emergency services in the 497 square miles that comprises Montgomery County. MCFRS responds to over 105,000 emergency calls annually. In 2007 MCFRS was the largest combination department to be accredited by the Commission on Fire Accreditation International.

A seven member Fire Rescue Commission, appointed by the County Executive and confirmed by the County Council. The Commission is charged with making recommendations as to how the MCFRS can achieve and maintain effective, efficient and equitable fire, rescue and emergency medical services county-wide, and how to improve the policy, planning and regulatory framework for all fire, rescue and medical service operations.

Montgomery County is a dynamic and progressive jurisdiction, committed to equal employment opportunity, diversity, family-friendly policies and customer service. More information about the MCFRS can be obtained at www.montgomerycountymd.gov/FireRescue.

The Position of Chief of Montgomery County Fire Rescue Services

This is a uniformed executive level position directing five divisions and reporting to the County Executive. The MCFRS is a recognized leader in the fire service and the individual who will be selected to head the organization will be one to inspire confidence, to continue to grow the professionalism and reputation of the MCFRS and overall will be an exemplary representative of the County. Illustrative of the duties and responsibilities of the Chief of the Fire and Rescue Services are:

- Develop and implement County-wide planning for fire and rescue operations, National Incident Management Systems, fire prevention and education programs;
- Direct the development of legislative initiatives pertinent all fire and life safety code and laws in the County;
- Develops and submits policies and procedures to the Fire and Rescue Commission;
- Develops and directs the acquisition and maintenance of equipment and services necessary to accomplish the fire and life safety goals of the MCFRS;
- Prepares and presents the annual budget request and the capital improvement budget;
- Controls and approves all expenditures and appropriations;
- Establishes and maintains effective working relationships with local, regional, state and federal agencies engaged in fire and emergency medical services.

Profile of the Ideal Candidate: Mandatory and Preferred Qualifications

The ideal candidate will have a proven record as a fire service manager and leader, with seven (7) years extensive experience and knowledge of complex incident management (NIMS), fire prevention and education programs, hazardous materials response, complex technical operations response, emergency medical services, homeland security and emergency management. The ideal candidate will have at least four (4) years in a managerial or supervisory capacity, which included responsibility for fund and budget administration as well as program planning, implementation and administration. (An equivalent combination of education and experience may be substituted.)

The ideal candidate will have a proven record of professional development through education and advanced professional fire service certifications. The minimum educational qualification for the position is a Bachelor's Degree in Fire Science, Fire Administration, Fire Protection Engineering, Public Administration or a related field; a Master's Degree in these areas is highly preferred. Advanced certifications as an Executive Fire Officer, a Chief Fire Officer and Emergency Services Management are preferred.

In addition, the ideal candidate must have strong leadership and management background, preferably as a Fire Chief, Assistant Chief or Deputy/Division Chief in a large, complex, urban, multi-station fire and rescue service where all aspects of modern fire fighting and emergency medical services response is encountered. It is highly preferred that candidates have demonstrated management and supervisory experience in a combination (career and volunteer) department.

The ideal candidate should have experience in labor-management collaboration in a collective bargaining environment; a proven record of increasing diversity within the ranks; the ability to effectively articulate goals, mission and strategic initiatives to elected officials, residents, and to department staff. Candidates should also have experience in budget formulation and administration in a large fire and rescue organization. The ideal candidate will possess the following professional attributes and skills:

- Visionary
- Integrity
- Accountability
- Solid management skills
- Skilled negotiator and mediator
- Proven fiscal management ability
- Excellent communications skills
- Recognized by peers as a leader in the fire service
- Ability to function as a collaborative team member
- Strongly motivated and able to effectively motivate others
- Effective at large scale program planning, development and implementation

Compensation

The salary range is mid to upper \$100,000 and is negotiable. Montgomery County offers a comprehensive Total Rewards Package. The following rewards are generally available to all Montgomery County employees:

- competitive salaries, with periodic raises for successful performance and periodic general wage adjustments
- performance awards
- first day of employment eligibility for group insurance plans including medical*, prescription*, dental* and vision*, as well as mandatory* and optional** life insurances, dependent life insurance**, long-term care** and long-term disability*
- retirement plan*
- optional deferred compensation 457 plan**
- Paid Time Off (PTO) or, if hired prior to 10/1/94, paid annual, sick, and parental leave; which may be accrued in the very first paycheck
- holidays and personal leave days
- administrative leave for military training for members of the armed forces reserves
- paid military leave if called to active service under Presidential Order
- County-wide comprehensive training opportunities
- tuition assistance and reimbursement programs
- work/life programs
- alternate work schedules
- savings bonds through payroll deduction
- direct deposit of paychecks
- employee assistance program
- wellness program

- eligibility for Montgomery County Employees Federal Credit Union membership
 - free parking
- * Employer and employee contributions ** Employee contribution only
Note: Benefits are subject to change at any time.

Application Process

Candidates interested in this opportunity should submit, in confidence, a letter of interest and resume to cseresumes@cps.ca.gov the position is open until filled. Prompt applications are encouraged and will be accepted until a sufficient number of qualified candidates have been identified to begin the selection process.

For additional information on this recruitment please contact:

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